

RESOLUTION NO. 2016297

RE: AUTHORIZING THE DEPARTMENT OF PUBLIC
WORKS TO HIRE ASSISTANT CIVIL ENGINEER II
(DESIGN) CANDIDATES AT UP TO STEP 6 OF ITS
GRADE 19 ALLOCATION

Legislators FLESLAND, PULVER, TRUITT, and SAGLIANO
offer the following and moves its adoption:

WHEREAS, the Department of Human Resources began a recruitment for
2 vacant Assistant Civil Engineer II (Design) positions on September 4, 2016; and

WHEREAS, a recruitment that cost in excess of \$5,000.00 and covered 4
Hudson Valley newspapers and 5 websites, including the American Society of Civil
Engineers website, resulted in only 2 applicants, neither of which was willing to accept
the position at the starting salary for the Grade 19 position; and

WHEREAS, Assistant Civil Engineer II (Design), a position requiring a
Professional Engineer license, fulfills an important role within Dutchess County in
developing plans for the maintenance, repair and upgrade of the County's roads and
bridges, including the facilitating of available State and Federal funds; and

WHEREAS, pursuant to the terms of the collective bargaining agreement
between Dutchess County, the CSEA, Local 1000 AFSCME, AFL-CIO, if the
Commissioner of Human Resources, after consultation with the Department Head,
certifies to the Dutchess County Legislature that it is impracticable to recruit at this time
for the position at minimum salary, then the County Legislature may authorize
recruitment at a higher step of the salary scale; and

WHEREAS, the Commissioner of Human Resources believes it is
impracticable to recruit and appoint Assistant Civil Engineer II (Design) candidates at
Step 1 of Grade 19 for the foreseeable future; now, therefore, be it

RESOLVED, that the Department of Public Works, in consultation with
the Department of Human Resources and the Budget Office, be allowed to hire Assistant
Civil Engineer II (Design) candidates at up to Step 6 of its Grade 19 allocation, based on
market conditions and the candidate(s) qualifications.

CA-183-16
sc/G-0188
11/17/16

Fiscal Impact: See attached statement

STATE OF NEW YORK

ss:

COUNTY OF DUTCHESS

This is to certify that I, the undersigned Clerk of the Legislature of the County of Dutchess have compared the foregoing
resolution with the original resolution now on file in the office of said clerk, and which was adopted by said Legislature on the 8th day of
December 2016, and that the same is a true and correct transcript of said original resolution and of the whole thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and seal of said Legislature this 8th day of December 2016.

CAROLYN MORRIS, CLERK OF THE LEGISLATURE

FISCAL IMPACT STATEMENT

☐ NO FISCAL IMPACT PROJECTED

APPROPRIATION RESOLUTIONS (To be completed by requesting department)

Total Current Year Cost \$ _____

Total Current Year Revenue \$ _____
and Source

Source of County Funds (check one): ☒ Existing Appropriations, ☐ Contingency,
☐ Transfer of Existing Appropriations, ☐ Additional Appropriations, ☐ Other (explain).

Identify Line Items(s):

Related Expenses: Amount \$ _____
Nature/Reason:

Anticipated Savings to County: _____

Net County Cost (this year): _____
Over Five Years: _____

Additional Comments/Explanation:

The starting salary for Assistant Civil Engineer II (Design) at Step 1 is \$75,107, Public Works is requesting the ability to hire qualified candidates up to Step 6 (\$84,977), for a maximum difference of \$9,870 per position. The 2017 budget includes nearly \$94,000 for each of the vacant position based on the prior employee, therefore this change will have no impact on the 2017 budget.

Prepared by: Rachel Kashimer, Budget Office

Prepared On: 11/17/2016